Wimberley Independent School District

2024-2025

DISTRICT IMPROVEMENT PLAN

DISTRICT IMPROVEMENT PLAN
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2024-2025 BOARD OF TRUSTEES
DISTRICT and CAMPUS ADMINISTRATION

Board Members 2024-2025

Dr. Rob Campbell	President
Lexi Jones	Vice President
Chad Canine	Secretary
Andrea Justus	Member
Will Conley	Member
Lindsey Deringer	Member
Ken Strange	Member

WISD Administration

Dr. Greg Bonewald	Superintendent
Jason Valentine	Assistant Superintendent
Michael Doyle	Chief Financial Officer

Campus Administration

Ryan Wilkes	Principal - WHS	Sonya Tannreuther	Assistant Principal
		Jason Giesen	Assistant Principal
Joseph Holzmann	Principal - DJH	Katy Huebner	Assistant Principal
SueAnna Thomas	Principal - JWE	TBA	Assistant Principal
Marlayna Zachary	Principal – BHP	Meagan Buck	Assistant Principal

District Education Improvement Committee

The Wimberley ISD District Improvement Plan for 2024-25 was developed by the District Education Improvement Committee. Principals are responsible for using a similar process with the involvement of their School Improvement Teams to develop their campus plans. We would like to acknowledge the following people for their efforts on this plan:

Elected Membership – Teachers

Wimberley High School – Katie Zimmerman, Jana Owen, Brannon Gilley
Danforth Junior High – Shelby Pollard, Elizabeth Edelen
Jacobs Well Elementary –Julie Germanio, Robyn Rivera
Blue Hole Primary – April Greear, Lillie Gonzales, Irene Cano

Other Professional Staff:

All principals in informational / advisory capacity
High School Principal – Ryan Wilkes
Danforth Principal – Joseph Holzmann
Jacob's Well Elementary Principal – SueAnna Thomas
Blue Hole Primary Principal – Marlayna Zachary
Counseling / Mental Health & Wellness – Lori Pharis
District Safety/Security & School Initiatives – Christi Moeller

Parents, Community and Business Members:

Parents – Jen Keate, Christene Schmoe, Melissa Wright, Teri Brushaber, John Shelor, Amy Zeller, Debra Hines

Business / Community – Grant Buck, Rebecca Storian, Amber Wakem

District Population

Wimberley ISD serves approximately 2,700 students in grades PK-12.

4 Campuses:

Wimberley High School	9-12
Danforth Junior High	6-8
Jacob's Well Elementary	3-5
Blue Hole Primary	PK-2

Ethnic Distribution:

African American	.85%
Hispanic	26.41%
White	68.59%
Native American	.70%
Asian	0.37%
Native Hawaiian-Pacific Islander	0.07%
Two-or-More	3.00%

Special Populations:

Economically Disadvantaged	32.70%
Emergent Bilingual	7.30%
At- Risk	26.93%
Special Education	14.26%

Wimberley Independent School District

Vision

Excellence, Innovation, Service

Mission

Wimberley ISD is dedicated to excellence in education, empowering the next generation of Texans to have a positive impact locally and globally.

Belief Statements

In WISD, We Believe:

- STUDENTS are engaged partners in a challenging, relevant education provided within a safe and nurturing environment.
- PARENTS and FAMILIES are invited, informed, and engaged educational partners.
- FACULTY and STAFF MEMBERS are invested professionals who are equipped and supported to inspire lifelong learners.
- CAMPUS ADMINSTRATORS are leaders who create safe, nurturing environments and consistently communicate, inspire, and empower.
- THE SUPERINTENDENT and CENTRAL OFFICE STAFF are servant leaders who consistently and transparently communicate, inspire, and empower.
- THE BOARD OF TRUSTEES is a unified team supporting students, staff, families and the community by creating effective policies to ensure all students have access to a high-quality education that prepares them to be productive members of the Wimberley community and beyond.

WISD STRATEGIC GOALS

1. Empower Student Excellence

1.1. Academic Achievement-Growth at All Levels
1.2 Safety and Well-Being of Students
1.3 College and/or Career and/or Military Ready Students

2. Support Faculty and Staff Excellence

2.1 Faculty and Staff Satisfaction, Engagement and Well-Being
2.2 Continuous Development and Training
2.3 Competitive Compensation and Benefits for Faculty and Staff

3. Strengthen Community Excellence

3.1 Parent and Family Satisfaction and Engagement
3.2 Community Satisfaction and Engagement
3.3. Community Partnerships

4. Ensure Operational Excellence

4.1 Strong Financial Stewardship and Operational Efficiency
4.2 Systematic, Long-range, Transparent Facility Planning
4.3 Open Two-Way Communication

Collaborative Comprehensive Needs Assessment

To assess where our students are in relation to our Vision, Mission, and our Board-approved goals, the DEIC reviewed all available data to identify our strengths and to prioritize our needs. Formal review includes data from the following:

Studying current year and longitudinal Texas Academic Progress Report (TAPR) data from previous years:

Student Discipline	STAAR EOC and 3-8 Data	College and Career Readiness
Retention	Dropouts / Leavers 2022	Completion Rates
SAT / ACT	CTE Program information	Extra- Curricular Participation
Attendance Rates		

The district also reviews:

Beginning /Middle/ End of Year Assessments

Prior year budgets /expenditures	Staff Development Needs	Parent Involvement
Faculty needs	Facility needs	Technology needs
The District Strategic Plan	Superintendent Goals	Campus Goals

Informal measures such as the following:

- Needs discussed in the Superintendent Advisory Committee meetings held throughout the school year.
- Needs identified through campus faculty meetings carried forward to DEIC meetings and a Comprehensive Collaborative Needs Assessment Survey.
- Review of previous year initiatives to determine overall effectiveness and necessary continued funding.
- Review of the district's vision and discussion at the district level, regarding current information/research-based strategies that will support vision attainment.

District Attendance and Annual Drop-Out Rates

Compared to Region 13 and State of Texas

	Attendance	Drop-Out Rate
Wimberley	94.8%	0.0%
Region 13	91.8%*	2.4%
Texas	92.2%*	2.2%

*Last available data of 2023 TAPR. *

WISD strives to achieve high attendance. The district deploys many incentives at the different campuses to have students at school. The district attendance rate is a little higher than the region and state.

WISD works to keep students motivated in completing their High School education and strongly encourages post- secondary education.

Students that leave school during the course of the year count as LEAVERS for the district. WISD and the campuses work diligently to encourage students to stay in the district through graduation.

2024- 2025 Accountability: Delayed due to court injunction.

EC – **Kindergarten Readiness** – Increased participation in our Pre-K program is leading to higher percentages of students that are Kindergarten Ready.

HB4545- Assessment data was studied. Students that failed the math or reading assessment in any grade 3-8 were placed on a priority scheduling list to ensure that their schedules accommodated additional time for reteach throughout the school year to catch up on skills missed in the assessment. Science and Social Studies remediation were also prioritized in tutorial sessions as required by HB4545 and as modified in HB1416.

Priority 1.1: Academic Achievement supporting individual student growth at all levels and content areas.

Evaluation Data Sources: Student performance on STAAR Reading Grades 3-8 and EOC data.

Strategy 1: Review, revise and adjust all curriculum units as needed based on changes in student performance based on both formative and summative assessments. District wide availability of TEKS Resource System for alignment.

Strategy's Expected Result/Impact: Improvement in the quality of curriculum documents leading to improved student performance.

Staff Responsible for Monitoring: Campus Administration, Testing Coordinator, Teachers

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Adjustments are ongoing.
June: Data review is ongoing and evaluating a compliment to TEKS Res for additional support.

Strategy 2: Utilize data analysis through interim assessments (BOY, MOY and EOY) to identify and track students' strengths, weaknesses and progress toward mastery. Implementation of MAP Growth for Math, Reading and Science for interim assessment data.

Strategy's Expected Result/Impact: Improved monitoring of student's performance.

Staff Responsible for Monitoring: Campus Administration, Testing Coordinator, Teachers

Funding Source: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments: Data meetings ongoing at the campus Level. June: Summ reports are being processed and Reviewed by campus leaders.

Strategy 3: Conduct targeted walk-throughs at district and campus levels to monitor and promote effective instructional strategies. T-TESS calibration among campus appraisers horizontally and vertically.

Strategy's Expected Result/Impact: Improvement in instructional strategies and quality teaching.

Staff Responsible for Monitoring: Campus Administration, Testing Coordinator, Teachers

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments. Work has begun to calibrate walk-throughs for teachers in Eduphoria.

Strategy 4: Utilize CLI, TPRI, DRA, Reading Plus, NWEA MAP Math(K-10), Reading (K-12) and NWEA MAP Science (K-9) to determine student performance data, establish student growth projections, provide strategic interventions and monitor student progress towards mastery on state assessment.

Strategy's Expected Result/Impact: Improved student performance on state assessment resulting in positive percentage gains in all locally or state assessed content areas.

Responsible for Monitoring: Campus Administration, Teachers

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments. Have completed a fall and winter testing session in NWEA. CLI and Reading Plus are also being used to assess. June: All assessments have been completed and results are being reviewed.

Strategy 5: Increase math performance for students identified as low performing. Address in remediation, small groups, tutorials, online- programs.

Strategy's Expected Result/Impact: Improved outcomes through quality math instruction for all students.

Staff Responsible for Monitoring: Math Teachers, Campus Admin

Funding Sources: Local and Title

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Looking for growth in reporting between BOY, MOY and EOY.

Strategy 6: Increase reading performance for students identified with dyslexia and or related reading disorders by providing students instruction in designated programs. (NWEA Reading Fluency and Reading Horizons Implementation)

Strategy's Expected Result/Impact: Improved reading instruction for students with dyslexia.

Staff Responsible for Monitoring: Director of Special Education /Director of 504

Funding Sources: Local and designated funds

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Looking for growth in reporting between BOY, MOY and EOY.

Strategy 7: The district budgets for the K-3 Reading Academy for teachers and principals.

Strategy's Expected Result/Impact: Ensuring completion of Reading Academy by all K-3 teachers and admin.

Staff Responsible for Monitoring: Elementary Principals, Asst. Superintendent

Funding Sources: 199- General Fund

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Required teachers are making progress. June: All teachers completed TXRA

Strategy 8: Closing achievement gaps for students in Title I, Targeted Assistance Programs, special populations, through MTSS, parent engagement opportunities and HB4545/HB1416 tutorials.

Strategy's Expected Result/Impact: Improve student performance while developing and maintaining relationships with students, parents and staff.

Staff Responsible for Monitoring: Title I Teachers, Counselors, Administration at campus and district level

Funding Sources: Title I, and Local Funds

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Data disaggregation is ongoing.

Priority 1.2: Safety and Well-Being of Students.

Evaluation Data Sources: Texan Roots, results of Multi-Tiered Systems of Support, Behavioral Referrals, Attendance Rates and Survey Data.

Strategy 1: Implementation year three of Texan Roots character education program.

Strategy's Expected Result/Impact: Character Education increasing attendance rates, reducing behavioral referrals, provide tools for conflict resolution and provide resources to students who are struggling emotionally.

Staff Responsible for Monitoring: Administration, Director of Support Services, Counselors, Faculty

Funding Sources: Local, Title IV A

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Curriculum and JKR visits are occurring. June: JKR trips went very well and the Texan Roots curriculum was well received.

Strategy 2: Encouraging extracurricular and community participation through engagement events. (Open House, GT, EB, Literacy/Math Night, etc.)

Strategy's Expected Result/Impact: Increased student participation, better attendance and prevent dropouts when engaged on campus.

Staff Responsible for Monitoring: Teachers, Staff, Counselors, Administration

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Opportunities across the district. June: Great participation in the spring EB/partner class family night.

Strategy 3: Creation of campus and district level advisory committees for students, teachers, parents and community members.

Strategy's Expected Result/Impact: Genuine, honest and actionable feedback from all stakeholders.

Staff Responsible for Monitoring: Campus Administration, Department /Grade Chairs / Directors / Asst. Supt, Superintendent

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Meetings are actively taking place. Schedules for 25-26 meetings are being established.

Strategy 4: Implement annual safety, satisfaction and engagement surveys establishing baseline data and action plans.

Strategy's Expected Result/Impact: Genuine, honest and actional feedback from the surveys.

Staff Responsible for Monitoring: District Administration

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Safety protocol after action reports are occurring after each incident, admin and campus level.

Strategy 5: Continue to develop campus safety plans and training

Continue the development of campus safety plans which will include:
- Training & awareness of sexual abuse, neglect, trafficking & other maltreatment of children
- Suicide prevention, conflict resolution, violence prevention, behavior supports and dropout reduction
- Trauma informed care training through contracted LPC
- Utilizing After Action Reports to improve responses to Lockdown Drills
- Continue to provide training and guidance to threat assessment Campus Teams
- Collaborate with OEM and Local First Responders in developing a campus specific emergency response plan with designated triage, emergency landing zone, relocation site, incident command designation, and media response with law enforcement, controlled access.

Strategy's Expected Result/Impact: Improve safety for faculty, staff, students and parents while on campus.

Staff Responsible for Monitoring: School Safety Director, Campus Administration

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes
Comments Training, plan evaluation and changes are occurring.		

Priority 1.3: College and/or Career and/or Military Ready Students.

Increase the CCMR rating for Wimberley High School Graduates increasing opportunities for post-graduate success.

Evaluation Data Sources: CCMR Indicators through a tracking platform.

Strategy 1: Increase the number of students who score a 3 or above on Advanced Placement exam scores and earn college credit by providing additional test prep materials for all AP students.

Strategy's Expected Result/Impact: Improvement in the quality of curriculum documents leading to improved student performance.

Staff Responsible for Monitoring: Campus administration, Department Chairs /Directors / Asst. Supt

Funding Sources: Local, Perkins

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Have not taken exams as of yet, but work and test prep are well underway.
June: Scores to be reported in early July. Will report to the Board in July/August meeting.

Strategy 2 Increase student performance on PSAT, SAT, ACT and TSI by offering opportunities for students to access preparation materials.

Strategy's Expected Result/Impact: Increase student performance on exams.

Staff Responsible for Monitoring: Campus Administration, Counselors and Teachers

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments WHS has successfully become a testing site and are now offering these opportunities on campus during the school day (TSI, SAT, ACT. PSAT has been on campus already).

Strategy 3: By the end of students' junior year, all students will participate in the TSIA2 assessment by offering multiple opportunities on campus each year.

Strategy's Expected Result/Impact: Increase in TSIA2 participation resulting in improved CCMR outcomes.

Staff Responsible for Monitoring: C & I Department, Campus Administration and Counselors

Funding Sources: Carl Perkins, Gen Ed

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Working on a plan to ensure this takes place. Offering on campus now is a step in the right direction.

Strategy 4: Increase dual credit/enrollment opportunities, through ACC and UT OnRamps.

Strategy's Expected Result/Impact: More graduates with college credits as they exit high school.

Staff Responsible for Monitoring: Campus Administration, Counselors, Department Chair

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Welding, Business English and College Prep Math with ACC, Physics, Statistics and Algebra for UT OnRamps.

Strategy 5: Increase participation in CTE related endorsements.

Strategy's Expected Result/Impact: Offer a variety of experiences and growth opportunities within the CTE Department.

Staff Responsible for Monitoring: CTE Department, Campus Administration

Funding Sources: Carl Perkins, Local

Progress	January	June
Not Started	Not yet	
Some Progress		Yes

Comments Counseling staff is in process of communicating information to students on the 25-26 schedule. Will review and analyze registration data to gauge success.

Strategy 6: Continue to review and improve CTE programs by:
-Adding the most up to date and innovative equipment, materials and supplies
-Adding teacher and student licenses and certifications to meet curriculum standards
-Aligning career pathways with workforce trends
-Create new partnerships in the community for practicums

Strategy's Expected Result/Impact: Purchase required necessities including curriculum to ensure increase in teacher and student certifications to meet House Bill 3.

Staff Responsible for Monitoring: Administration, Coordinator of CTE and CTE Faculty

Funding Sources: Carl Perkins, Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Meetings with ACC, moving dual credit into the day and adding classes will have an impact on our student success in CTE.

Strategy 7: Ensure CTE teachers prepare and test students for certification to ensure workforce ready students.

Strategy's Expected Result/Impact: Improved CCMR performance.

Staff Responsible for Monitoring: WHS Campus Admin, Counselors and CTE Dept. Head

Funding Sources: Carl Perkins, Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Work in progress.

Strategy 8: Continue to educate all students on higher education opportunities, financial assistance programs and state programs that support post-secondary goals. Meet with 8th grade students regarding endorsement options in programs of study to meet House Bill 3 requirements as students are building their four-year plan.

Strategy's Expected Result/Impact: Student selection of endorsement in creation of four-year plan utilizing interest and career inventory survey data.

Staff Responsible for Monitoring: Campus Administration, Counselors, CTE Department

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Counseling staff has hosted college nights to help junior and senior students prepare for what is next after HS.

Goal 2.1: Faculty and Staff Satisfaction, Engagement and Well-Being

WISD campuses will work to improve staff satisfaction, engagement and well-being.

Strategy 1: Gather feedback form Wimberley ISD employees through surveys to support decision regarding staff engagement and wellbeing.

Activities: Seek feedback through staff advisory committees to gauge staff satisfaction, engagement and well-being.

Strategy's Expected Result/Impact: Maintain employee satisfaction, engagement and well-being.

Staff Responsible for Monitoring: Administrators, Directors

Funding Sources: Local

Progress	January	June
Not Started	No	
Some Progress		Yes

Comments Surveys are being developed, but will not be sent to staff until a little later in the year. Survey data was reported in June Board Meeting

Strategy 2: Develop and implement a recruiting protocol for all staff.

Activities: Engage in recruitment activities and expand available resources for advertising positions and benefits of working in WISD.

Strategy's Expected Result/Impact: Fill vacant positions in a timely manner with high quality personnel.

Staff Responsible for Monitoring: Director of HR, Administrators, Directors

Funding Sources: Local

Progress	January	June
Not Started	No	No
Some Progress		

Comments There have been formal conversations about a recruiting protocol and expectations, but nothing in writing. There will be a new Director of HR beginning on July.

Strategy 3: Celebrate Teachers and Staff

Activities: Implementation of campus and district teacher and staff person of the year protocol. Develop a calendar to celebrate faculty and staff to demonstrate appreciation year-round.

Strategy's Expected Result/Impact: Improved morale, well-being and retention.

Staff Responsible for Monitoring: Administration and Directors

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Texan of the Month and Teacher of the year protocols in place.
June: End of year breakfast celebrating TOY and assistants of the year as well as Texan of the Month times 2.

Goal 2.2: Continuous Development and Training

WISD campuses will consistently provide professional development to grow our teachers while positively impacting student performance.

Strategy 1: Educating Faculty and Staff through a comprehensive development plan including state required and locally desired training.

Activities: The district will provide Professional Development survey for planning purposes of local PD offerings. Employees will participate in a goal-setting conference with Admin to build personal PD plans/needs. Modify school calendar to include Professional Development as an ongoing process.

Strategy's Expected Result/Impact: WISD adults will grow professionally, positively impacting students.

Staff Responsible for Monitoring: Counselors, Administrators, Directors

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Beginning of year and mid-year professional development are ongoing.
June: Teacher survey of PD needs that will be reflected in our in-service PD plan.

Strategy 2: Provide elementary teachers with training and resources to enhance reading, math & science instruction.

Activities: Implementation of NWEA MAP Reading, Math and Science to assess students and use training to implement the appropriate programing based on the data.

Strategy's Expected Result/Impact: Improved teacher confidence in reading, math & science, impacting student achievement.

Staff Responsible for Monitoring: District and Campus Administration

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments NWEA is in its first full year of implementation.
June: Training is scheduled for NWEA in the fall of 2025.

Strategy 3: Develop and implement a “grow your own” program

Activities: Provide informational sessions for teachers interested in growing professionally within education. Utilization of human services courses at HS to encourage students to pursue education as a career.

Strategy's Expected Result/Impact: Increased number of internal promotions and hiring alumni.

Staff Responsible for Monitoring: Campus and District Administration, Directors

Funding Sources: Local

Progress	January	June
Not Started	No	No
Some Progress		

Comments Have met with ESC 13 about opportunities for growing our own teachers, those are costly programs and not able to bring it to life at this time.

Goal 2.3: Competitive Compensation and Benefits for Faculty and Staff

Strategy 1: Develop systematic, annual analysis to ensure regional competitiveness in salary and benefits.

Activities: Regional analysis of salary and benefits through research and personnel study.

Strategy's Expected Result/Impact: WISD will increase compensation competitiveness and improve staff awareness.

Staff Responsible for Monitoring: Counselors, Administrators, Directors

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Presentation to board and admin on TASB competitive salary study.

Priority 3.1: Parent and Family Satisfaction and Engagement

Strengthen parent and family engagement.

Strategy 1: Develop and implement annual parent and family satisfaction/engagement survey.

Strategy's Expected Result/Impact: Use feedback to evaluate current programs and need for additional programs as reflected in the results.

Staff Responsible for Monitoring: Administration, Directors and Staff.

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Surveys to parents will be distributed in the spring semester.
June: Survey completed and reported to the Board in June meeting.

Strategy 2: Expand communication outreach to community members regarding campus events and volunteer opportunities.

Strategy's Expected Result/Impact: Increase the number of volunteers on campus to provide assistance and additional safety measures for large events on campus.

Staff Responsible for Monitoring: Administration

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Communication is more frequent through district offices.

Strategy 3: Provide information and celebrations via district website and social media platforms.

Strategy's Expected Result/Impact: Ensure the WISD story is being told while celebrating students.

Staff Responsible for Monitoring: Communications Director, Administration

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes
Comments Staff are recognized and celebrated through social media and the website.		

Priority 3.2: Community Satisfaction and Engagement

Strengthen community satisfaction and engagement.

Strategy 1: Develop and implement annual community satisfaction and engagement survey.

Strategy's Expected Result/Impact: Information to seek programing that reflects community feedback and input.

Staff Responsible for Monitoring: Administration

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes
Comments Will be distributed in the spring semester. June: Implemented and reported on to the Board in the June meeting.		

Strategy 2: Expand communication outreach to community regarding campus events, volunteer opportunities and community partnerships in CTE Practicums.

Strategy's Expected Result/Impact: Increased community volunteers and expansion of the CTE Practicum Program.

Staff Responsible for Monitoring: Communications Director, Administration, CTE Staff

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes
Comments Work is ongoing from district and campus level work.		

Strategy 3: Provide information and celebrations via district website and social media platforms.

Strategy's Expected Result/Impact: Ensure the WISD story is being told and celebrate students.

Staff Responsible for Monitoring: Communications Director, Administration

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes
Comments Celebrations are ongoing.		

Priority 3.3: Community Partnerships

Strategy 1: Expand opportunities for community partnerships with the Wimberley Education Foundation, practicum/internship host sites and better participation in the CTE Advisory Board.

Strategy's Expected Result/Impact: Increase community/business partnerships.

Staff Responsible for Monitoring: Administration

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments CTE as well as Texan of the Month partnerships.
June: Partnerships have increased since the January update adding new Texan of the Month sponsors.

Priority 4.1: Strong Financial Stewardship and Operational Efficiency

Strategy 1: Develop fund balance protocol within a balanced annual budget.

Strategy's Expected Result/Impact: Guidelines to follow when considering fund balance expenditures while maintaining transparency in building a balanced budget.

Staff Responsible for Monitoring: CFO, Superintendent and Administration

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments CFO is reviewing and updating policies.

Strategy 2: Conduct a facility needs assessment to determine current state of WISD Facilities.

Strategy's Expected Result/Impact: Prioritized use of resources to enhance facilities.

Staff Responsible for Monitoring: Director of Maintenance/Custodial and Administration

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Facilities condition assessment has been completed and presented to the WISD Board.
June: Bond passage in May to address concerns in the FCA.

Strategy 3: Create systemic processes for procurement of professional services.

Strategy's Expected Result/Impact: Protocol that maximizes funds and quality of service while maintaining transparency from start to finish of a project.

Staff Responsible for Monitoring: Directors, Administration, CFO

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments CFO is reviewing and updating policies in new role.
June: Procedures have been updated and implemented.

Priority 4.2: Systematic, Long-Range, Transparent Facility Planning

Strategy 1: Create a long-range facility plan through a task force of staff, parents, community and external partners. WISD has partnered with a firm to study facility needs in preparation of the long-range facility plan.

Strategy's Expected Result/Impact: Enhanced community understanding and support of the current and projected facility needs of WISD.

Staff Responsible for Monitoring: Superintendent, Director of Maintenance

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Facilities Task Force helping prioritize a long-range plan.
June: Bond Passed, work on facilities plan to begin asap

Priority 4.3: Open, Two-Way Communication

Strategy 1: Create student/superintendent and community/superintendent advisory groups for open, honest, two-way feedback from a variety of stakeholders.

Strategy's Expected Result/Impact: Feedback that will drive decisions related to district performance.

Staff Responsible for Monitoring: Superintendent, Director of Communication

Funding Sources: Local

Progress	January	June
Not Started		
Some Progress	Yes	Yes

Comments Dr. Bonewald has at least one meeting at each campus with another scheduled in the spring.
June: Meetings are ongoing and productive opportunities to discuss growth opportunities in WISD